

Paxson Elementary Mission Statement

**STRETCH**

The mission of Paxson Elementary is to provide a safe and nurturing environment for students to grow and thrive. We facilitate meaningful learning experiences and encourage our students to stretch their thinking by considering a variety of perspectives and possibilities. In addition, our students stretch their abilities by challenging themselves physically, socially, and academically. As a community of life-long learners and citizens of the globe, we all stretch.

Paxson School has the following PLCs in place:

REAL LEADERSHIP – Responsive Education for All Learners (Team committed to braiding RTI & MBI) This team is stretching their abilities and developing new skills and strategies to better serve students

Under the REAL leadership PLC we have several **vertical** PLCs

MBI TEAM

RTI TEAM

SCHOOL CLIMATE TEAM

INSTRUCTIONAL PRACTICES TEAM

COMMUNITY AND FAMILY OUTREACH TEAM

DATA TEAM

TARGETED ASSISTANCE TEAM

TECHNOLOGY (IPAD) TEAM

COMMON CORE

In addition to the vertical PLCs we have **horizontal** PLCs

KINDER TEAM

FIRST GRADE TEAM

SECOND GRADE TEAM

THIRD GRADE TEAM

FOURTH GRADE TEAM

FIFTH GRADE TEAM

Our REAL leadership training is requiring that we work collaboratively in professional learning communities to study, read, look at data, and learn as we build systems that support students in both academics and social and emotional health. Our first year (last year) was a time for learning about MBI and RTI practices. In our second year, we are striving to build systems that support the creative, collaborative work we want all of our staff and community to contribute to. Within each of the PLCs we have long lists of things to do and much of that work includes sharing knowledge, sharing best practices, building consensus, implementation of MBI and RTI braided practices, studying school-wide data, sharing data with the entire staff, making decisions based on data and focus groups (students, parents, and teachers).

Each team has written SMART goals and now they just need the time to work on accomplishing those goals.

Our horizontal PLCs need a lot of work. Each grade level team is in a different place with regards to how well they communicate and collaborate. The vertical teams were all developed at one time with specific norms and expectations – so they all seem to be functioning in a suffice manner, but some grade level teams have been together for some time while others have new additions. Some work together well, others struggle. This year we hope to use our COMMON CORE team to lead us through our horizontal PLC work. Each grade level has had some time to work on Common Core – focusing on the question: What do we want students to know? Some teams looked at the exemplars to determine what common core requires. Some teams built rubrics for writing pieces. Others sorted through their reading materials and prioritized which novels were essential.

It was important to give the teams freedom to tackle the COMMON CORE in the way that best suited the team. Now, we need to continue to build common understandings of what the COMMON CORE is. In addition, teachers will need to as a grade level agree on common expectations, the will have to work together collectively so that they can do the work that needs to be done.

This year has been a hard year at Paxson because of the implementation of a new schedule. Many teachers embrace the change and see the benefits but some teachers are resistant to change. The schedule is built so that every grade level has a common prep every day, allowing for collaboration. Each day, grade levels share common blocks of time so that they can share students and really be creative with how they serve students. Now that that very important systematic change was made, we can begin to focus on what actually happens during the shared blocks of time and the built in collaborative time.

Plans from now (Nov 15 to Jan 1)

Nov 15 (early out meeting)

I will begin the meeting by sharing a children’s book called, Because You Are My Teacher. Then, I will thank the teachers for the incredible work they do each day. I will tell them some of the positive things I heard from parents at conference time.

Then, I will let them know how much I appreciate how they work together collaboratively in their vertical groups and I will review the long list of accomplishments made since they have committed to working in the vertical groups…. (might ask them to share out). Then, I will remind them that that same type of collaborative work should be done at each grade level as well. I will remind them who Robert and Rebecca Dufour are (share books) and then show about ten minutes of DeFour video from the All Things PLC site.

Next, teachers will be given their notes (these are notes they took the last time we talked about Common Core – their next steps) and give them time to work together.

We will come back together at 3:45 at which time I will ask them to share out what they did (this is the loose part). The (tight) part is requiring that they have something to share out. Eventually, they will have to share out their results. I will eventually ask: “ How do you know what you are doing is working?”

Finally, I will have a print out of school-wide data. ODR (big five), DIBELS, MAP, and My Voices, and SSBD. I will encourage teachers to consider this data and to use it as they make decisions about how they implement Common Core.

Nov 29 (early out) this is a work group time for each PLC to work collectively – they will share results the following early out

Dec 6 (early out) personal prep

Dec 13 (early out) Share Out – This is where each **vertical** PLC has an opportunity to explain to the whom group what they have been working on…. They may need to build consensus with the group…. But the most important piece here is the **communication** that takes place. Everyone gets a say and everyone hears the same thing.

Dec 20 (early out) Personal Prep

In January, we will continue with our vertical team work on the first two Thursdays but on Jan 17th we will focus on Common Core again.